

**EXHIBIT 1609 TO
CISNEROS DECLARATION
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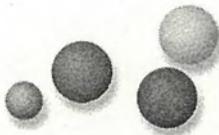
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Salary Planning 2007 Presentation to Engineering Directors

29 October 2007

Authors: Frank Wagner, Tiffany Wu



Agenda

- Google's compensation philosophy & background
- Improvements vs. last salary planning cycle
 - Design
 - Process & tools
- Salary planning approach
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
- Appendix: Business rules for 2007 Salary Planning cycle
- Q&A

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Google's compensation philosophy

Google strives to pay Googlers in ways that support three main objectives:

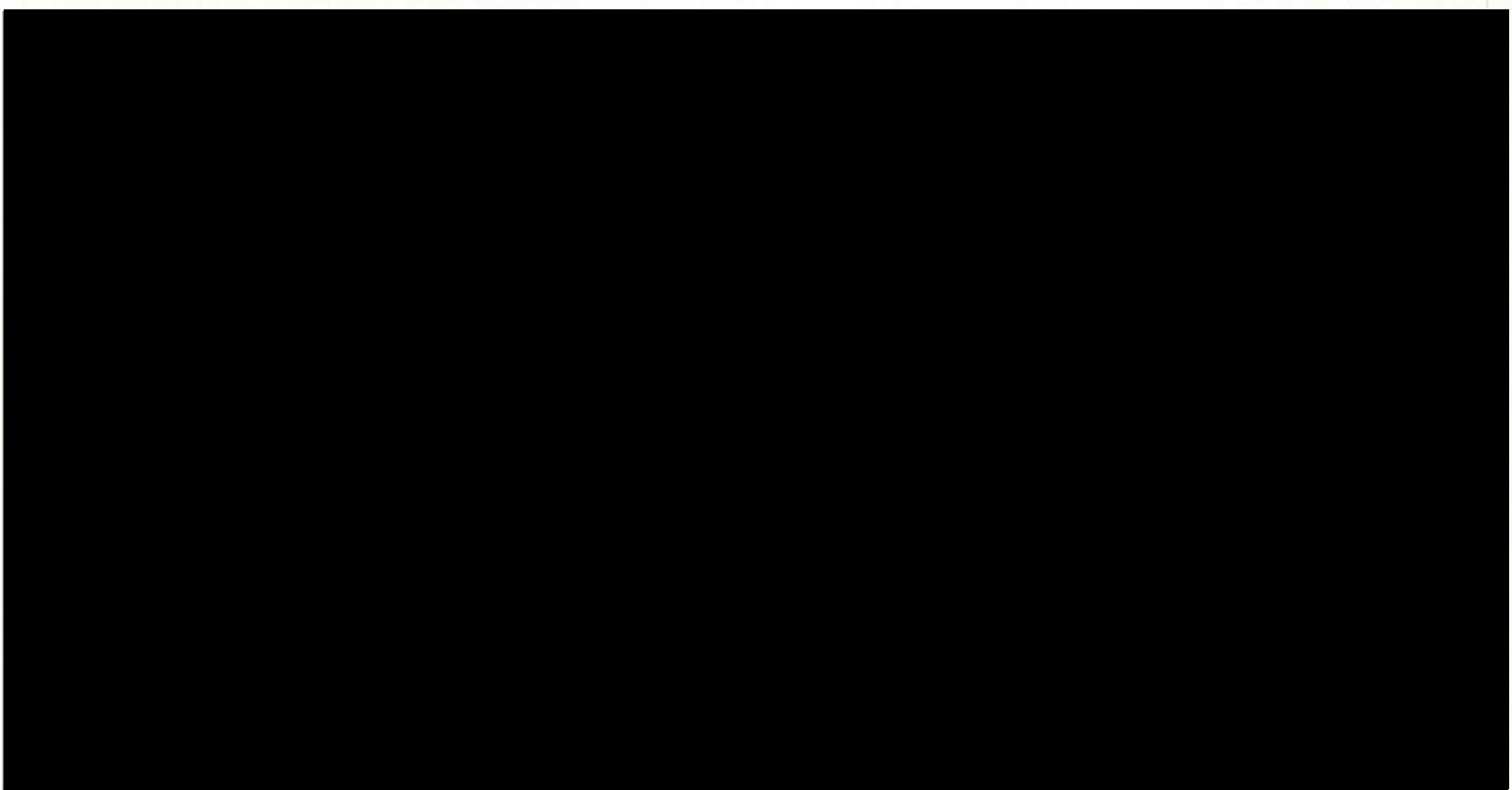
1. Attract and retain the world's best talent
2. Support Google's culture of innovation and performance
3. Align employee interests with shareholder interests in company success

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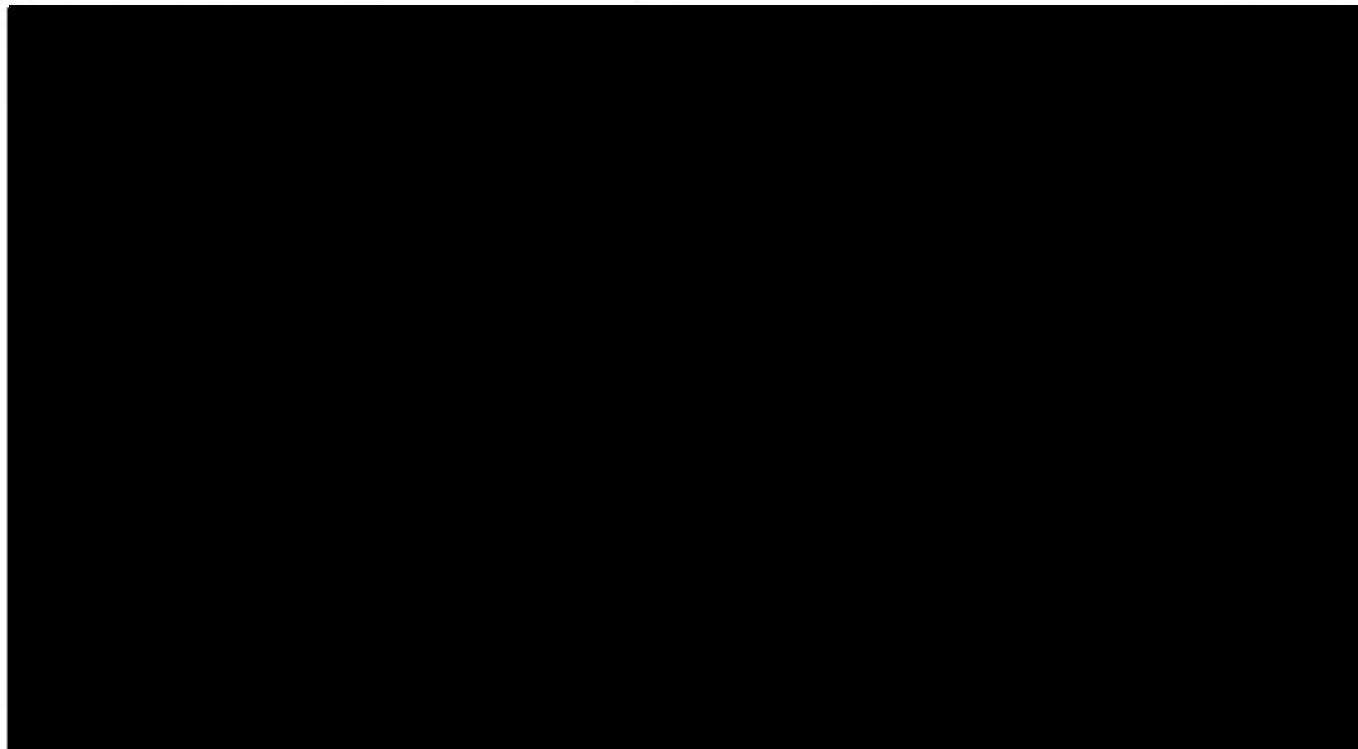


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What's our history and where are we today?



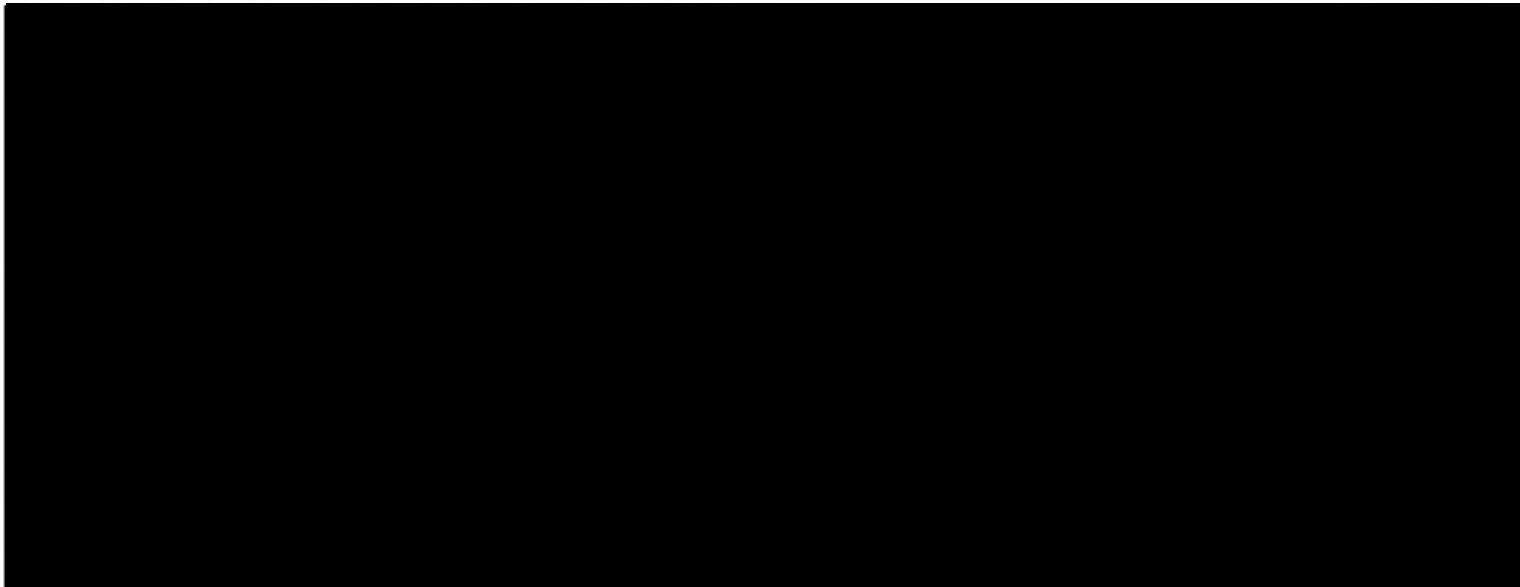
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The application of our compensation philosophy

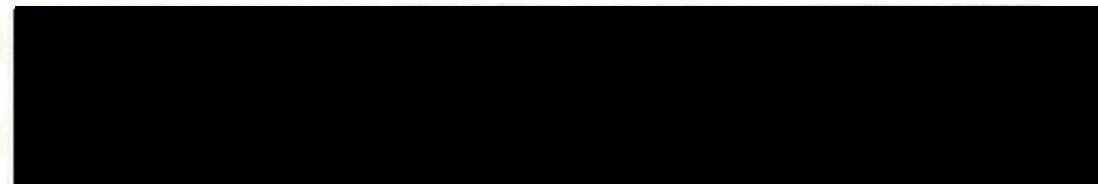
- Base pay



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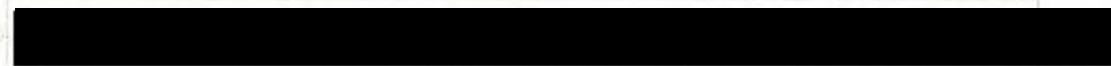
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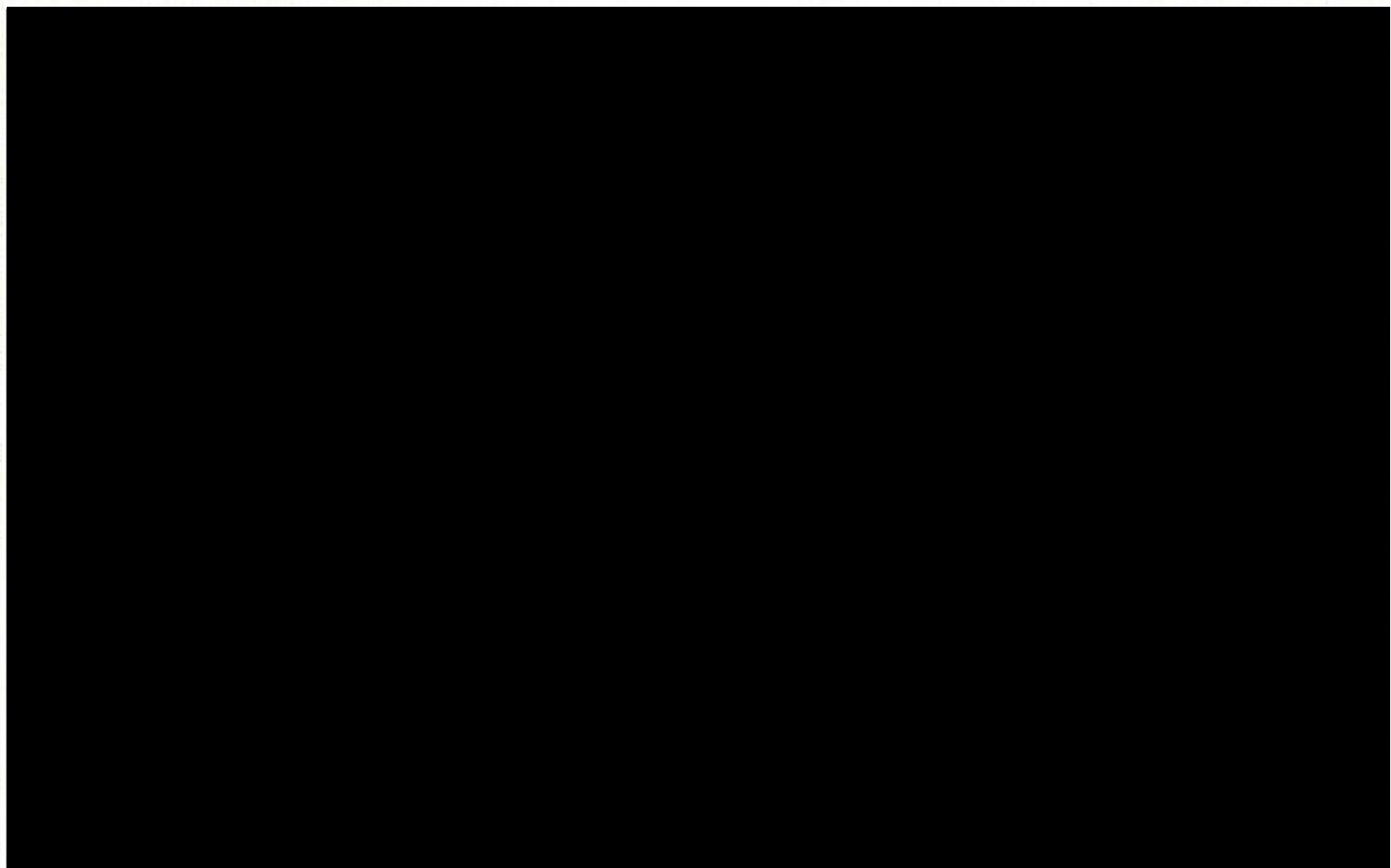
Merit and promotional matrices that drive the modeled amounts available to all planners and managers at gComp help website

Better processes – including GHR data freezes, procedure for managing transfers and data audits prior to launch – to ensure inputs used to drive modeled individual increases are accurate; automated process for syncing data between GHR, PERF and gComp

New, internally developed tool, with feature improvements over vendor tool from last cycle:
Notes functionality and audit trail functionality
Supports Firefox 1.5+ on Mac, Linux, and Windows and Mac OS
Loaded on Google production servers and tested internationally
Intuitive, easy-to-use currency conversion interface
Planners are able to recommend changes for employees marked for "zero" increases



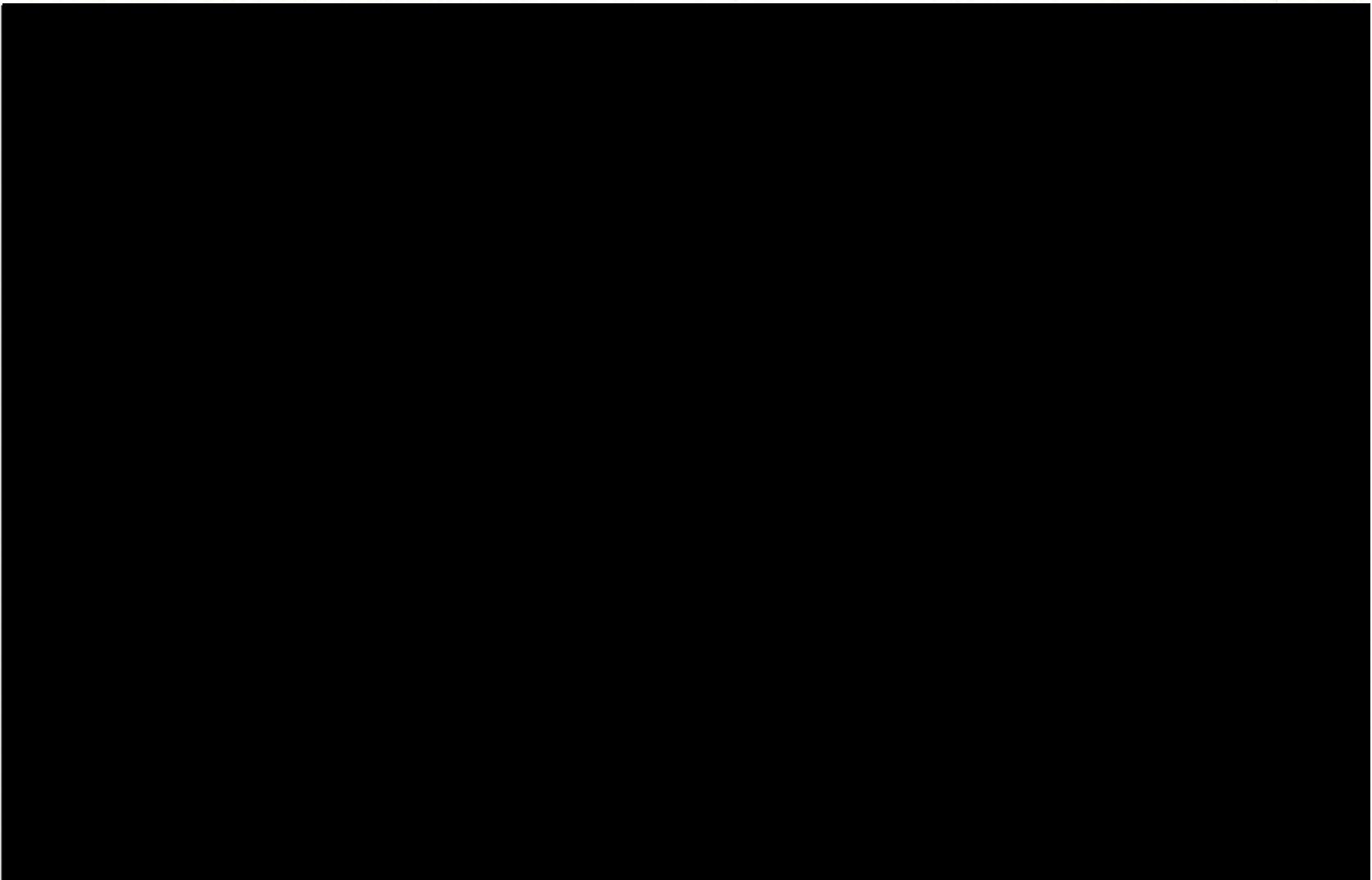
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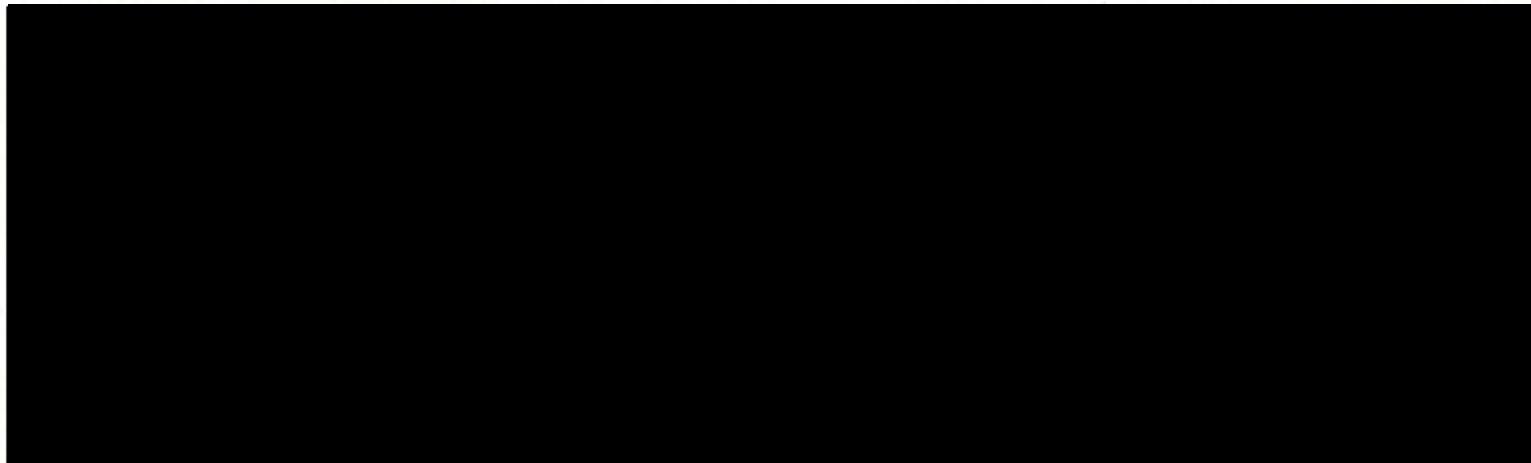


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Budget & Planner Discretion

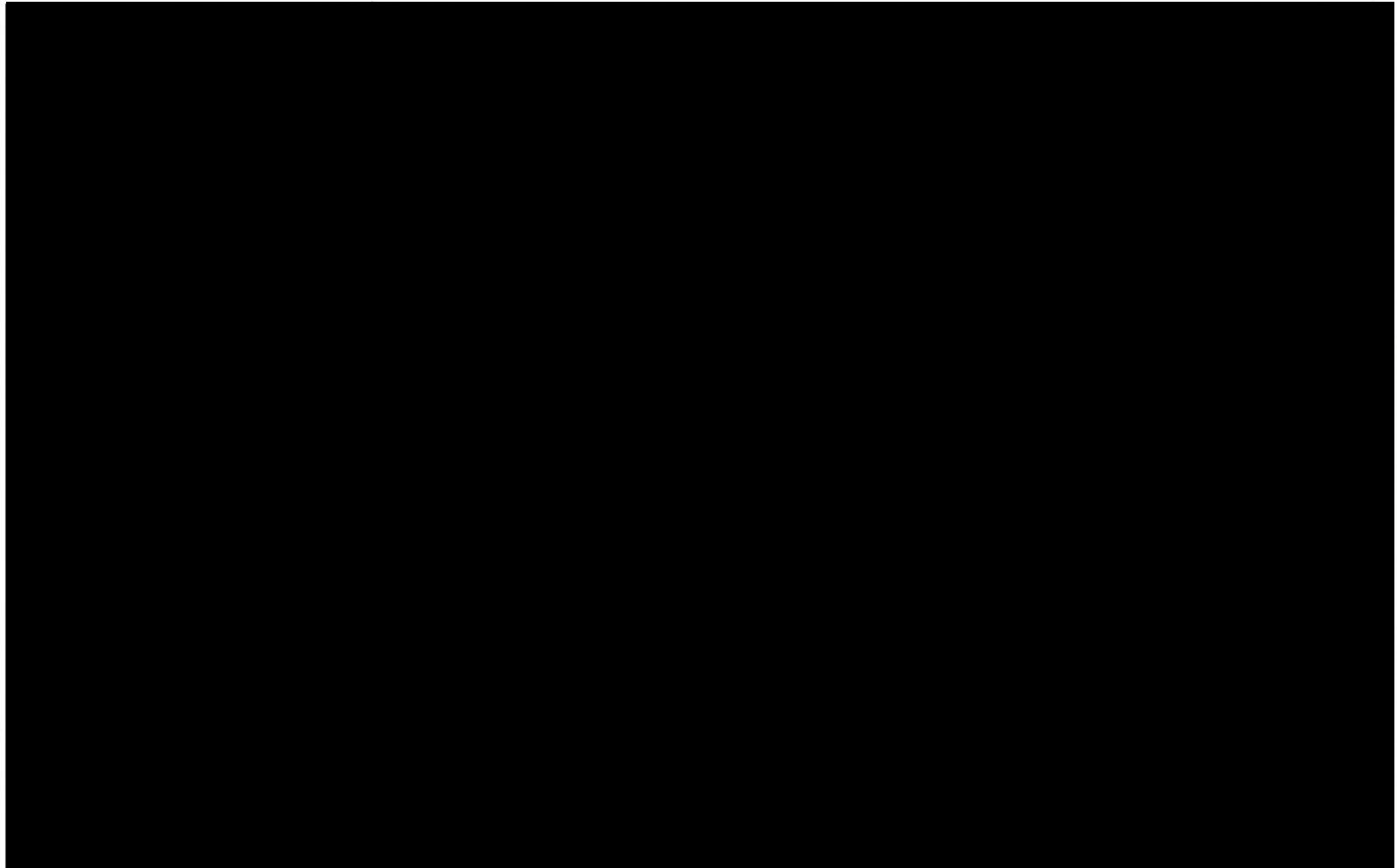


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Questions & Answers

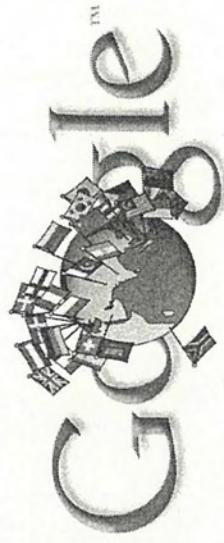
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Thank You!



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